

**Study
Report
2000-04**

Differences in Job Satisfaction of Soldiers in Dual Military and Traditional Marriages

**Joanne C. Marshall-Mies, Tanya B. Seligson,
and Jennifer A. Martin**

Swan Research, Inc.

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**United States Army Research Institute
for the Behavioral and Social Sciences**

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**U.S. Army Research Institute
for the Behavioral and Social Sciences**

A Directorate of the U.S. Total Army Personnel Command

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Director**

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14. ABSTRACT (<i>Maximum 200 words</i>): This research, which was based on data from the 1995 administration of the <i>Sample Survey of Military Personnel (SSMP)</i> , was conducted to compare the attitudes of female officers and enlisted personnel in two types of marriages: Dual Military marriages and Traditional marriages. Overall, there were many more similarities than differences between the women in these two types of marriages in terms of: overall quality of Army life, stress levels, job satisfaction, Army training and promotion opportunities, spousal support for their Army careers, and most basic benefits. The analysis also revealed some significant differences between the two groups. Compared to those in Traditional marriages, female officers and enlisted personnel in Dual Military marriages were more likely to be satisfied with or optimistic about: the possibility of being allowed to stay in the Army beyond their enlistment and until eligible for retirement, the possibility of being promoted on-time or ahead of schedule, career and advancement potential, Army job security, and the spouse's career and work opportunities. Female officers and enlisted personnel in Dual Military marriages were also more likely than their counterparts in Traditional marriages to believe in fairness of Army standards and military justice, have little difficulty meeting current weight standards and APFT requirements; and be satisfied with the amount of VHA/COLA.					
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FOREWORD

A primary mission of the Army Personnel Survey Office (APSO) of the U.S. Army Research Institute for the Behavioral and Social Sciences (ARI) is to collect information on a wide range of issues important to the Army. This information provides the Army with timely information on which to base future planning and policy making.

This Study Report summarizes results from a special analysis of data from the Spring 1995 *Sample Survey of Military Personnel (SSMP)*. This analysis was of the differences between female officers and enlisted personnel in Dual Military marriages and Traditional marriages on factors related to soldiers' job satisfaction and their intentions to commit to a career in the Army.

The Army can use the findings of this report to guide its personnel policy and planning activities.



EDGAR M. JOHNSON
Director

DIFFERENCES IN JOB SATISFACTION OF SOLDIERS IN DUAL MILITARY AND TRADITIONAL MARRIAGES

EXECUTIVE SUMMARY

Research Requirement:

The U.S. Army must develop personnel policies and plan for their implementation. To accomplish this objective, it is important to understand the views of Army personnel concerning the Army and the factors that relate to soldier commitment to a career in the Army. *The Sample Survey of Military Personnel (SSMP)* collects information on such issues. The Spring 1995 administration of the SSMP contained data on soldier characteristics, job satisfaction, job characteristics, career development and promotions, family factors, and quality of life and stress. This research was conducted to determine the similarities and differences between female officers and enlisted personnel in two types of marriages: Dual Military marriages (both spouses in the military) and Traditional marriages (only one spouse in the military).

Procedure:

The total number of married personnel responding to the 1995 SSMP consisted of 4,909 officers and 3,631 enlisted personnel. Of these, 10% of married officers and 13% of married enlisted personnel are in Dual Military marriages, while 90% of married officers and 87% of married enlisted personnel are in Traditional marriages. Information from the Spring 1995 SSMP was analyzed to determine the similarities and differences between female officers and enlisted personnel in Dual Military marriages and Traditional marriages on factors related to job characteristics, pay and benefits, job security, career development and promotions, equity, family issues, and quality of life and stress.

Findings:

In general, there were many more similarities than differences between female officers and enlisted personnel in Dual Military marriages and Traditional marriages on factors related to job satisfaction and intention to remain in the Army. These factors included soldiers' characteristics, job characteristics, pay and benefits, job security, career development and promotions, equity, family, and quality of life and stress.

The analysis revealed that female officers and enlisted personnel in Dual Military marriages and Traditional marriages are very similar in terms of their satisfaction with or concerns about the following: overall quality of Army life; level of stress experienced on the job and in their family/personal life; the way things "work in the Army"; level of job fulfillment, challenge, and enjoyment; issues related to job security; training, promotional, and long-term opportunities in the Army; support of spouse for their Army career; and most basic benefits, including healthcare.

The analysis indicated some significant differences between female officer and enlisted personnel in the two types of marriages. Female officers and enlisted personnel in Dual Military marriages, compared to those in Traditional marriages, are more likely to be satisfied with or optimistic about: the possibility of being allowed to stay in the Army beyond their enlistment and until eligible for retirement; the possibility of being promoted on-time or ahead of schedule; career and advancement potential; Army job security; and their spouse's career and work opportunities.

Compared to their counterparts in Traditional marriages, female officers and enlisted personnel in Dual Military marriages are more likely to: believe in fairness of Army standards and military justice; have little difficulty meeting current weight standards and APFT requirements; and be satisfied with the amount of VHA/COLA.

Concerning the overall quality of Army life and the level of stress on the job and in their family/personal life, female officers and enlisted personnel in the two types of marriages again responded similarly. Only a few significant differences were found. Compared to female soldiers in Traditional marriage, female officers and enlisted personnel in Dual Military marriages are more likely to have spent 25 weeks or more away from their families and child(ren) and have more difficulty deploying on short notice. However, female officers and enlisted personnel in Dual Military marriages are less likely than those in Traditional marriages to be satisfied with the amount of time separated from their families, to have feelings of accomplishment at the end of the work day, and to be satisfied with the fairness of married vs. single pay.

Utilization of Findings:

The Army is concerned with attracting and retaining capable female officers and enlisted personnel. As job satisfaction is related to retention, the findings of this report can be used to identify areas in which the Army could alter policies or procedures in order to increase the retention of the competent individuals they wish to retain.

DIFFERENCES IN JOB SATISFACTION OF SOLDIERS
IN DUAL MILITARY AND TRADITIONAL MARRIAGES

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Differences in Job Satisfaction of Soldiers in Dual Military and Traditional Marriages

INTRODUCTION

Background

The *Sample Survey of Military Personnel (SSMP)* collects information on a wide range of issues important to the Army, soldiers, and their dependent family members. Results of the survey are used by Army policymakers to develop plans, assess policies, and evaluate program operations and outcomes.

Purpose of Report

This report summarizes results from a special analysis of differences between male and female officers and enlisted personnel in Dual Military marriages and Traditional marriages on factors related to soldiers' job satisfaction and their intentions to commit to a career in the Army. These factors include soldiers' characteristics, job characteristics, pay and benefits, job security, career development, promotions, equity, family, quality of life, and stress.

STUDY METHODOLOGY

Sample

The *SSMP* is conducted twice a year, drawing on samples of approximately 10% of officers and 2 - 3% of enlisted personnel. In the Spring of 1995, the *SSMP* intentionally over-sampled female officers and enlisted personnel so issues of potential relevance to these populations could be examined. This sample consisted of 10% of male and 100% of female officers, and 3% of male and 20% of female enlisted personnel. Survey responses are weighted by rank, gender, and race so the results can be generalized to an Army population. This special analysis focuses only on married officers and enlisted personnel and generalizes the results to a married population of 324,803 (64,074 married officers and 260,729 married enlisted personnel) in 1995.

Procedure

For purposes of this analysis, current marital status is defined by soldiers' responses to the *SSMP* question, "What is your current marital status?" All soldiers who reported that they are married for the first time, remarried after being divorced or widowed, or legally separated or filing for divorce are—according to Army policy--considered married; therefore, they are the only ones included in the analysis. Soldiers in Dual Military marriages are married to spouses who are currently serving on Active Duty in the U.S. Armed Forces; soldiers in Traditional marriages are married to civilian (i.e., non-military) spouses.

Statements regarding significant differences between soldiers in Dual Military marriages and Traditional married populations as a whole are made for female officers and enlisted personnel only. Although data may be presented for male officers and enlisted personnel in Dual Military marriages and Traditional marriages, the sample sizes are too small to reliably generalize the findings to the population of married male soldiers as a whole. The sample of female officers and enlisted personnel in Dual Military marriages and Traditional marriages is further broken down by race whenever these soldiers responded differently or with different intensity. All differences are stated in terms of soldiers in Dual Military marriages versus Traditional marriages. Unless otherwise noted, all results reported have sampling errors of 7 percentage points or less.

FINDINGS

Soldier Characteristics

Marital Status. The total number responding to the 1995 *SSMP* included 8,118 officers and 6,995 enlisted personnel;¹ of these, 4,909 officers and 3,631 enlisted personnel are married. When these response are weighted to the Army as a whole, approximately 65% of the population (324,803) are married; this includes 77% of officers (64,074) and 63% of enlisted personnel (260,729).

Type of Marriage. Thirteen percent (13%) of all married soldiers are in Dual Military² marriages; this includes 10% of married officers and 13% of married enlisted personnel. Eighty-seven percent (87%) of all married soldiers are in Traditional³ marriages; this includes 90% of married officers and 87% of married enlisted personnel.

Figure 1 presents the breakout of officers and enlisted personnel by type of marriage and rank. As shown, officers and enlisted personnel in Dual Military marriages are more likely than those in Traditional marriages to be in the lower ranks. Among officers, three-fifths of those in Dual Military marriages and approximately two-fifths of those in Traditional marriages are in company grades (2nd Lieutenant to Captain); less than one-third of those in Dual Military marriages and approximately two-fifths of those in Traditional marriages are in field grades (Major to Colonel). Among enlisted personnel, almost half of those in Dual Military marriages and approximately one-third of those in Traditional marriages are in the Junior Enlisted ranks (Private [PV2], Private First Class, Corporal/Specialist); approximately one-half of those in Dual Military marriages and two-thirds of those in Traditional marriages are Junior or Senior Non-Commissioned Officers (NCOs) (Sergeant to Command Sergeant Major).

¹ PV1s (26,823) are not targeted for inclusion in the *SSMP*. Most soldiers in this rank are in basic or advanced individual training, have no permanent duty assignment, and have too little experience with the military to have an opinion on many of the topics in the *SSMP*. PV2s/E-2s (4,568) in USAREUR (Europe) and Eighth Army (Korea) are not included.

² Both spouses in the military.

³ Only one spouse in the military.

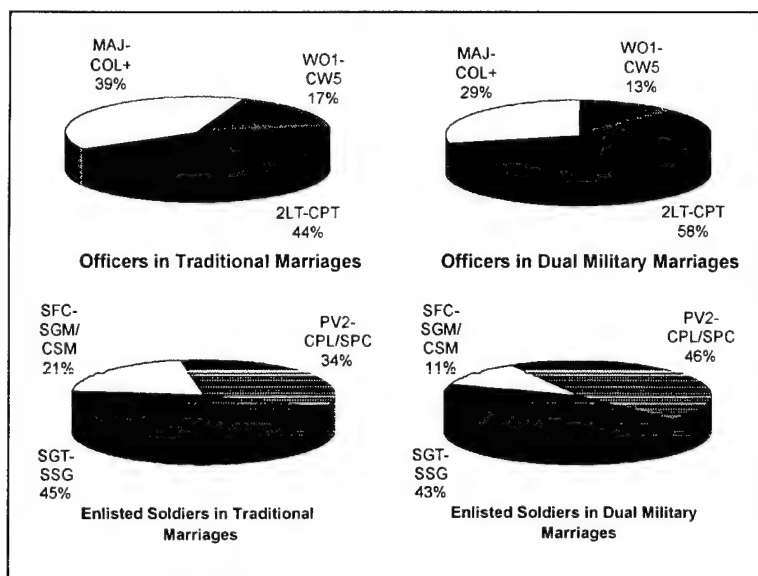


Figure 1. Officers and Enlisted Personnel by Type of Marriage and Rank

Figure 2 presents the breakout of officers and enlisted personnel by type of marriage, rank, and gender. As shown, male officers and enlisted personnel are much less likely to be in Dual Military marriages and are much more likely to be in Traditional marriages than are female officers and enlisted personnel. Among males, less than a tenth of the officers and enlisted personnel are in Dual Military marriages and over nine-tenths are in Traditional marriages. Among female officers, half are in Dual Military marriages and half are in Traditional marriages. Among female enlisted personnel, almost three-fifths are in Dual Military marriages and slightly over two-fifths are in Traditional marriages. Given the relatively small number of male officers and enlisted personnel in Dual Military marriages that responded to the *SSMP*, the remaining findings focus on responses from female officers and enlisted personnel.

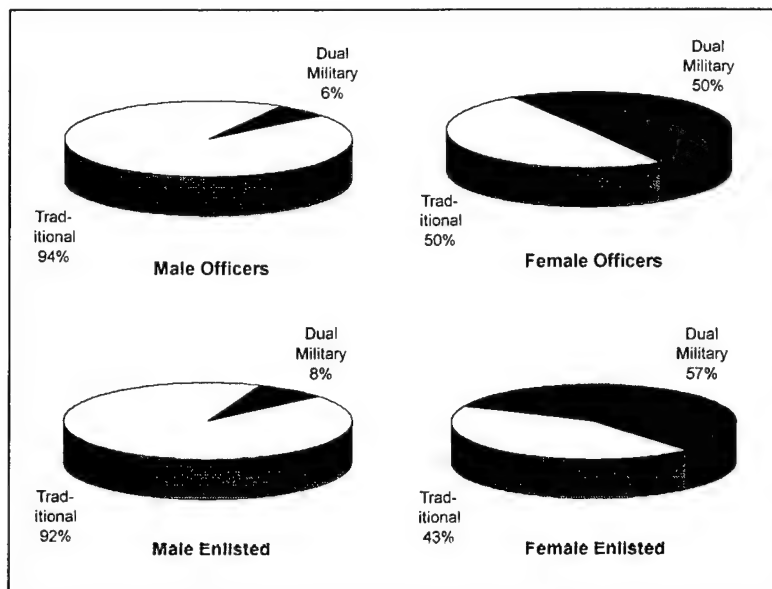


Figure 2. Officers and Enlisted Personnel by Type of Marriage, Rank, and Gender

Demographics of female soldiers. Figure 3 presents the breakout of female officers and enlisted personnel by type of marriage, rank, and race. As shown, Black and White female officers are equally as likely to be in Dual Military marriages and Traditional marriages. Black and White female enlisted personnel are more likely to be in Dual Military marriages and are less likely to be in Traditional marriages. Slightly less than three-fifths of Black and White female enlisted personnel are in Dual Military marriages and slightly more than two-fifths are in Traditional marriages.

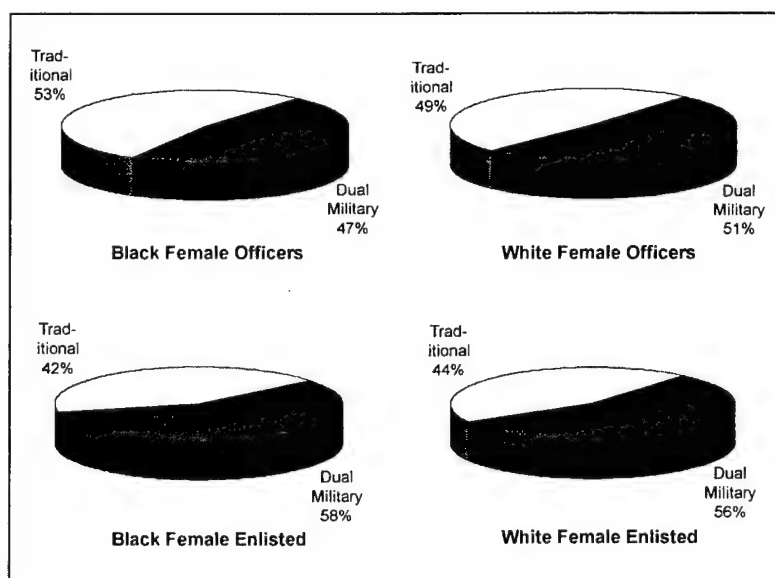


Figure 3. Female Officers and Enlisted Personnel by Type of Marriage, Rank, and Race

The analysis showed significant differences in demographics related to age, education level, and years of Active Federal Military Service (AFMS). White female officers and enlisted personnel in Dual Military marriages are more likely than those in Traditional marriages to be 29 years old or younger (39% Dual vs. 27% Trad White female officers, 78% Dual vs. 56% Trad White female enlisted). Compared to those in Traditional marriages, White female officers in Dual Military marriages are more likely to have a Bachelor's Degree (47% Dual vs. 38% Trad), but are less likely to have a Master's Degree (28% Dual vs. 34% Trad). Female enlisted personnel in Dual Military marriages are more likely to have completed 0-5 years of Active Federal Military Service (AFMS) (59% Dual vs. 48% Trad).

Assignments. A few significant differences were found in the types of units to which the female soldiers in Traditional and Dual Military marriages are assigned. In comparison to those in Traditional marriages, female officers in Dual Military marriages are less likely to be currently assigned to other Commands (TDA units) (54% Dual vs. 63% Trad). In addition, White female officers in Dual Military marriages are less likely to be assigned to Medical units (39% Dual vs. 54% Trad) and the US Army Medical Command (formerly Health Services Command) (30% Dual vs. 46% Trad) and are more likely to be assigned to US Army Forces Command (FORSCOM) (27% Dual vs. 15% Trad).

Job Characteristics

SSMP questions covering working conditions, hours, and accomplishments achieved on the job found few significant differences in the way soldiers in Dual Military marriages and Traditional marriages view the workplace. Questions for which no significant differences were found address soldiers' satisfaction with the following:

- Current level of personal and unit morale
- Competence of supervisors and co-workers;
- Control over assignments;
- Amount of enjoyment from their job; and
- Level of job fulfillment/challenge.

Questions for which significant differences were found address working hours, absences, tasks, deployment, and feelings of job accomplishment.

Working hours, absences, and tasks. White female officers in Dual Military marriages reported that they are more likely than those in Traditional marriages to work 11 or more hours per day (50% Dual vs. 40% Trad). In spite of working longer hours, they did not differ significantly from their Traditional marriage counterparts in their satisfaction with the length of working hours. However, White female officers in Dual Military marriages are less likely than their Traditional marriage counterparts to be satisfied with the number of quick response tasks (43% Dual vs. 52% Trad).

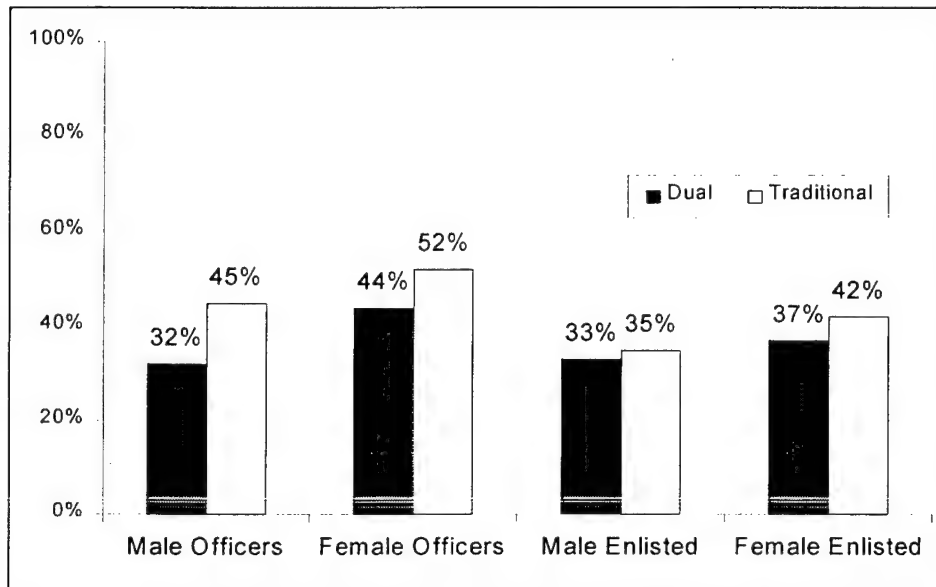
Black female enlisted personnel in Traditional marriages are more likely than those in Dual Military marriages to have not been absent from their work assignment for two or more consecutive weeks during the last 12 months (54% Dual vs. 72% Trad).

Deployment. The *SSMP* asked, "If your unit were notified today that it would deploy in two weeks, would any of the following make it difficult/impossible for you to deploy with your unit?" Responses to this question showed that female officers in Dual Military marriages are less likely than those in Traditional marriages to be in a unit that would not be deployed (31% Dual vs. 37% Trad). Of those whose units could be deployed, over half of female officers and almost two-fifths of female enlisted personnel in Dual Military marriages reported that they were less likely to have reasons that would make it difficult or impossible for them to deploy in two weeks with their unit if notified today (54% Dual vs. 77% Trad female officers, 38% Dual vs. 69% Trad female enlisted).

Analysis of 10 of the 12 reasons given by female officers and enlisted personnel in deployable units who would find it difficult or impossible to deploy within two weeks if notified today found no significant differences between those in Dual Military marriages and Traditional marriages. However, over four-fifths (82%) of those in Dual Military marriages who reported they would have difficulty deploying selected as their reason that "My spouse and I are both military." Also, female officers in Dual Military marriages are less likely than those in Traditional marriages to select as their reason that "I have other family obligations that prevent deployment" (3% Dual vs. 18% Trad).

To test the hypothesis that female officers have a harder time deploying due to their parental status, a follow-up analysis was conducted. This follow-up analysis found no significant differences between female officers in Dual Military marriages and Traditional marriages who have and who do not have dependent children. Since small numbers of respondents selected other reasons for not being able to deploy, the reason for female officers having difficulty deploying cannot be further explained by the *SSMP* data.

Job accomplishments. As mentioned above, no significant differences were found in the amount of job enjoyment and in the level of job fulfillment/challenge. Significant differences were found, however, in soldiers' feelings of accomplishment, with female officers in Dual Military marriages being less likely than those in Traditional marriages to feel at the end of the work day that they have accomplished something really worthwhile (responding "All of the time" or "Most of the time" to the question). (See Figure 4.)



**Figure 4. Percent with Feelings of Accomplishment
("All of the time" or "Most of the time")**

Pay and Benefits

For the most part, soldiers in Dual Military marriages and Traditional marriages responded similarly to questions about Army pay and benefits. No significant differences were found between female officers and enlisted personnel in Dual Military marriages and Traditional marriages in their satisfaction with the following:

- Basic pay;
- Level of educational benefits;
- Compensation for PCS moves;
- Commissary;
- Quality of military dental care;
- Availability and quality of family medical and family dental care; and
- Retirement benefits.

Also, no differences were found between female officers and enlisted personnel in Dual Military marriages and Traditional marriages on agreement that "the Army will protect benefits and retirement."

The three significant differences that were found relate to the amount of VHA/COLA, satisfaction with the fairness of married versus single pay, and the quality of military medical care. White female officers in Dual Military marriages are more likely than those in Traditional marriages to be satisfied with the amount of VHA/COLA (61% Dual vs. 53% Trad); they are less

likely to be satisfied with the fairness of married vs. single pay (75% Dual vs. 83% Trad) and with the quality of military medical care (64% Dual vs. 71% Trad).

Job Security

Questions related to job security focused on soldiers' concerns about their being allowed to continue their career in the Army and the level of concern they have now as compared to a year ago. Findings in both areas are mixed.

Current concerns. No significant differences were found between female officers and enlisted personnel in Dual Military marriages and Traditional marriages in their current level of concern about the following:

- Being targeted to leave the Army involuntarily;
- Changing Army policies on downsizing; and
- Reduction in Force/separation board rules and regulations.

However, compared to their counterparts in Traditional marriages, White female officers in Dual Military marriages are more likely to respond positively ("Definitely yes" or "Probably yes") to whether they:

- Will be allowed to stay in the Army beyond their current enlistment/obligation (83% Dual vs. 72% Trad); and
- Will be allowed to serve until eligible for regular retirement (65% Dual vs. 57% Trad). (See Figure 5.)

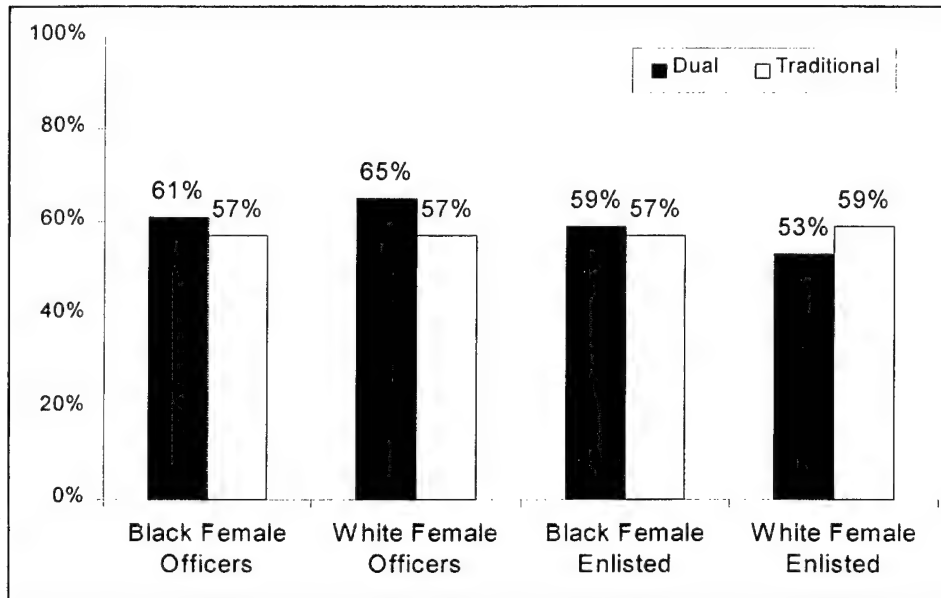


Figure 5. Percent Who Believe They Will Be Allowed to Serve Until Eligible for Retirement (“Definitely yes” or “Probably yes”)

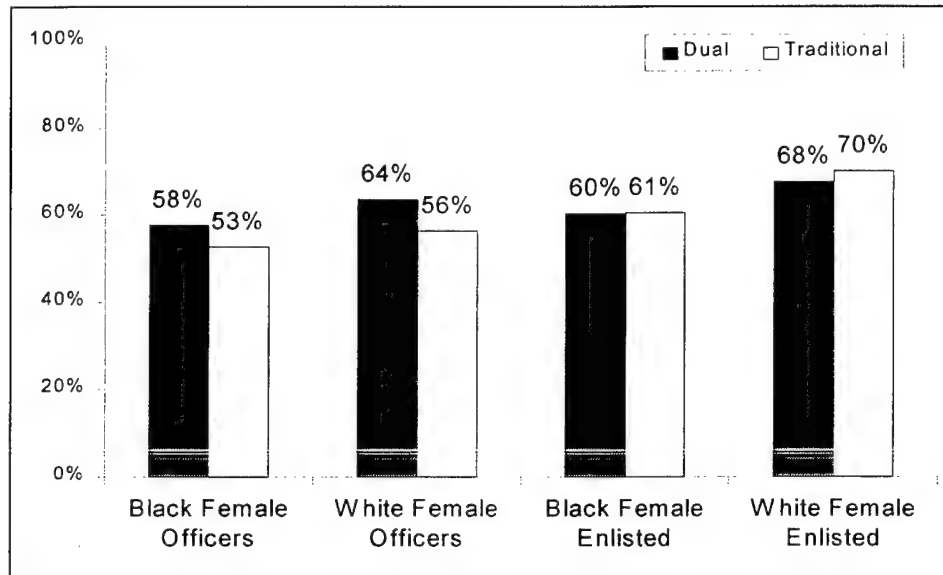
Concerns now compared to a year ago. Responses to questions comparing soldiers’ current level of concern with their level of concern a year ago showed no significant differences between female officers and enlisted personnel in Dual Military marriages and Traditional marriages in the following areas:

- Long term opportunities in the Army;
- Financial burden should they leave the Army unexpectedly;
- Being able to get a civilian job quickly if they had to; and
- Ease of finding a civilian job with the same or better pay and benefits.

Also, no significant differences were found between female officers and enlisted personnel in Dual Military marriages and Traditional marriages in their agreement with the statement that “Senior Army leaders are aware of frustrations and anxieties that accompany the possible loss of one’s job or career.”

The analysis did show that female enlisted personnel in Dual Military marriages are more likely than those in Traditional marriages to be more concerned today than they were a year ago about the kind of work they will go into when they leave the Army (77% Dual vs. 64% Trad).

Satisfaction with overall job security. One-half to two-thirds of Black and White female officers and enlisted personnel in Dual and Traditional marriages are satisfied with their overall Army job security. However, White female officers in Dual Military marriages are more likely than those in Traditional marriages to be satisfied (responding “Very satisfied” or “Satisfied”) with their job security. (See Figure 6.)



**Fig. 6. Percent Satisfied with Job Security
("Very satisfied" or "Satisfied")**

Career Development and Promotions

Courses and assignments. Very few significant differences were found in the career development and training opportunities received by female officers and enlisted personnel in Dual Military marriages and Traditional marriages. Similar percentages of female officers and enlisted personnel in Dual Military marriages and Traditional marriages are confident they will get the training/developmental courses and the developmental assignments needed to be competitive for promotion. In addition, similar percentages are satisfied with the following:

- Access to education and training;
- Assignments to jobs offering technical and professional development; and
- Assignment to leadership jobs.

Significant differences were found between the percentages of female officers in Dual Military marriages and Traditional marriages that have completed a specific developmental course. Specifically, female officers and enlisted personnel in Dual Military marriages are less likely than those in Traditional marriages to have completed their most recent formal military course prior to 1990 (22% Dual vs. 31% Trad officers; 16% Dual vs. 27% Trad enlisted). This is because they are older.

Promotion. No significant differences were found between female officers and enlisted personnel in Dual Military marriages and Traditional marriages in satisfaction with the level of recognition received for their accomplishments and their promotion and advancement opportunities. Two-fifths of female officers and one-fifth of female enlisted personnel in both types of marriages feel their chances for promotion within their primary Career Management Field or Basic Branch are better than others.

White female officers in Dual Military marriages are particularly confident about the positive direction their Army career has taken. Specifically, White female officers in Dual Military marriages are more likely than those in Traditional marriages to:

- Believe they will be promoted on or ahead of schedule (responding “Definitely yes” or “Probably yes”) (66% Dual vs. 56% Trad); and
- Think they will be promoted in the future (responding “Extremely likely” or “Somewhat likely”). (See Figure 7.)

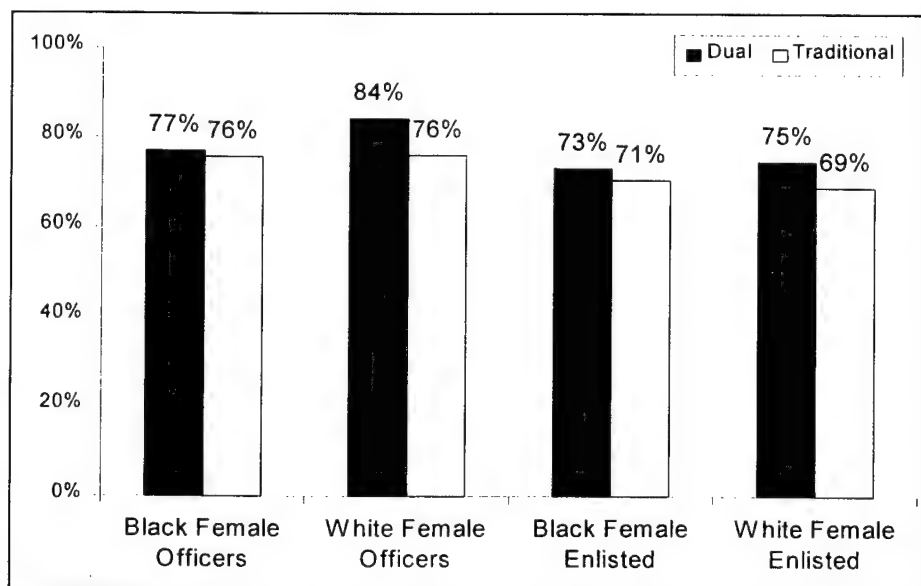


Figure 7. Percent Who Believe They are Likely to be Promoted (“Extremely likely” or “Somewhat likely”)

Equity

SSMP questions covered a number of issues related to equity, including teamwork and unit cohesion, standards and performance, sexual harassment, and equal opportunity.

Teamwork and unit cohesion. This section assessed how soldiers feel about the impact of mixed gender work groups on teamwork and unit cohesion. No significant differences were found between female officers and enlisted personnel in Dual Military marriages and Traditional marriages in their attitudes concerning:

- How well male and female soldiers work together as a team;
- Whether having both genders in a unit would improve the work atmosphere of that group;
- Whether it would be difficult to take orders from someone of the opposite sex (gender); and
- Whether mixing males and females in a unit would have a negative influence on group cohesion/cooperation.

Standards, performance, and promotion. White female officers and enlisted personnel in both types of marriages have very similar attitudes concerning gender and racial equality in terms of standards, on-the-job performance, and opportunities for promotion in the Army. No significant differences were found between female officers and enlisted personnel in Dual Military marriages and Traditional marriages in their attitudes concerning:

- Whether male and female soldiers are expected to achieve the same standards (excluding PT requirements);
- How hard male and female soldiers work in performing their assigned tasks;
- How well male and female soldiers perform in their assigned tasks;
- Whether female soldiers are just as able as male soldiers to meet the physical demands of being an Army soldier;
- How fair current Army weight standards are for male and female soldiers their age; and
- How fair APFT requirements are for male and female soldiers their age.

The one area where significant differences were found concerns soldiers' ability to meet current Army weight standards and APFT requirements. Higher percentages of White female officers in Dual Military marriages than in Traditional marriages reported having no difficulty meeting current weight standards (63% Dual vs. 52% Trad) and APFT requirements (77% Dual vs. 60% Trad) for their age and gender.

Sexual Harassment. According to Army Regulation AR 600-20, sexual harassment is "a form of sexual discrimination that involves deliberate or repeated unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature." Responses to the *SSMP* indicated that approximately 15% of married female officers and 26% of married female enlisted personnel have been sexually harassed in the last 12 months. However, no significant differences were found between the percentages of female officers and enlisted personnel in Dual Military marriages and Traditional marriages who have been sexually harassed during the last 12 months or who have observed sexual harassment in their unit during the last 30 days. In addition, no significant differences were found concerning their assessments as to whether sexual harassment has increased or decreased in their unit during the last 12 months.

Several significant differences were found in the ratings of their unit's attitude towards sexual harassment in the workplace. Female enlisted personnel in Dual Military marriages are less likely than those in Traditional marriages to rate their immediate supervisor (50% Dual vs.

59% Trad) or their First Sergeant (52% Dual vs. 61% Trad) as being very much committed to a sexual harassment free workplace. Compared to those in Traditional marriages, White female officers in Dual Military marriages are more likely to believe that military justice has been administered fairly in their unit in the last 12 months (42% Dual vs. 35% Trad). It should be noted, however, that this finding relates to the administration of military justice in general and is not limited to sexual harassment cases.

Other types of discrimination. Female officers and enlisted personnel in Dual Military marriages and Traditional marriages reported similar percentages who had been subjected to other types of discrimination, i.e., discrimination based on gender, religion, or national origin.

Equal Opportunity. Questions related to equal opportunity of promotions and assignments found no significant differences between female officers and enlisted personnel in the two types of marriages concerning how much their supervisor encourages male and female soldiers to succeed and whether gender influences selection for developmental or key career assignments. However, female officers in Dual Military marriages are less likely than those in Traditional marriages to believe their chances for promotion are worse compared to soldiers of the opposite sex (17% Dual vs. 24% Trad). Also, White female enlisted personnel in Dual Military marriages are less likely than those in Traditional marriages to believe the Equal Opportunity climate in their unit is good (responding “Very good” or “Good”). (See Figure 8.)

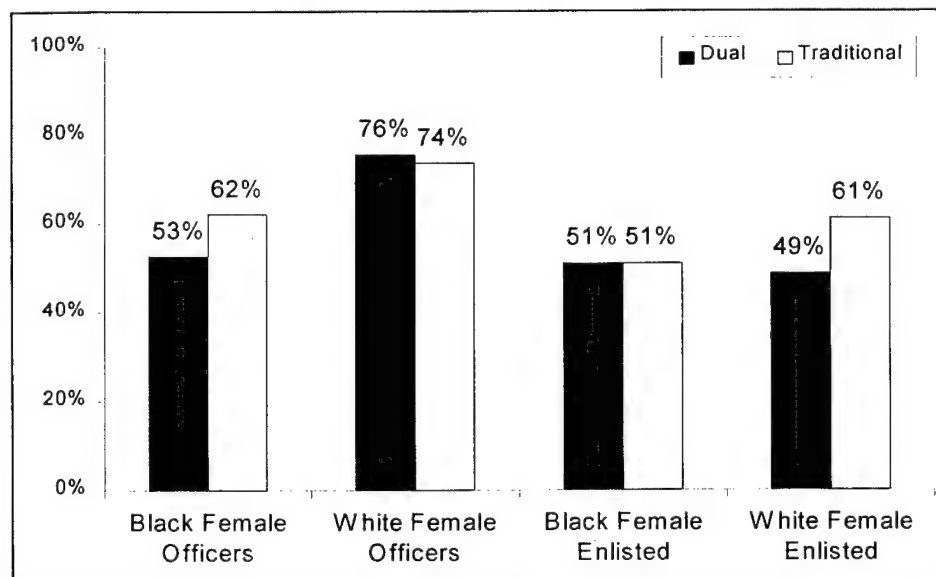


Figure 8. Percent Who Rate the Equal Opportunity Climate as Good (“Very good” or “Good”)

Family

Spouses. Among those in Traditional marriages, 62% of female officers and 69% of female enlisted personnel have spouses who currently work full-time or part-time in a civilian job (including a job with the U.S. Army/ Department of Defense). An additional 26% of married

female officers and enlisted personnel in Traditional marriages have spouses who are not currently working but would like to work.

Children. Compared to those in Traditional marriages, White female officers and enlisted personnel in Dual Military marriages are more likely to have no dependent children. (See Figure 9.) Thus, among White female officers, 43% in Dual Military marriages and 52% in Traditional marriages have children; among White female enlisted personnel, 40% in Dual Military marriages and 56% in Traditional marriages have children.

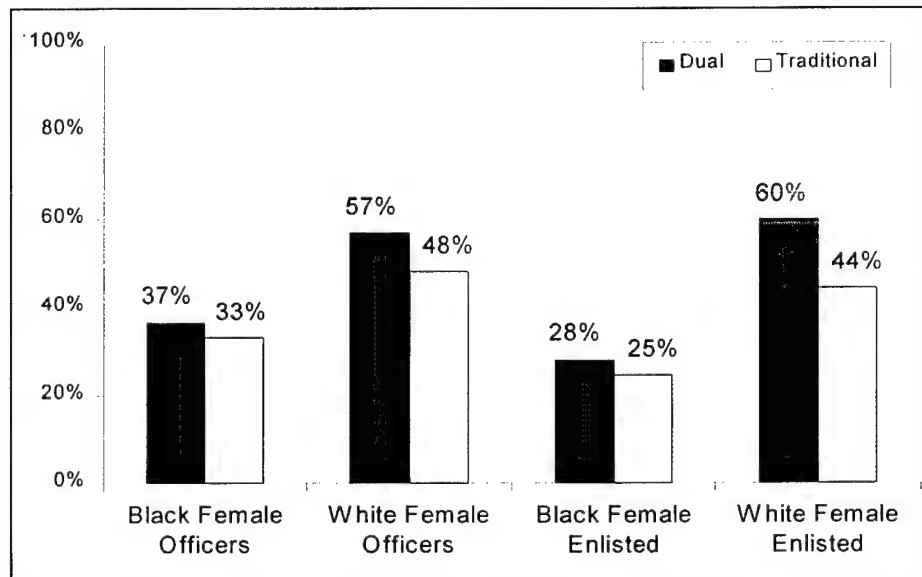


Figure 9. Percent of Female Officers and Enlisted Personnel with No Dependent Children

In addition, White female officers and Black female enlisted personnel in Dual Military marriages are more likely than those in Traditional marriages to report that they are not pregnant now, but plan to be in the future (56% Dual vs. 42% Trad White female officers, 48% Dual vs. 34% Trad Black female enlisted).

Among those who have dependent children 12 years old or younger living with them, no significant differences were found in the percentages of female officers and enlisted personnel in Dual Military marriages and Traditional marriages who themselves lost time from work because they were unable to find child care. But, female officers and enlisted personnel in Dual Military marriages are less likely than those in Traditional marriages to report that their spouse lost time from work because they were unable to find child care (23% Dual vs. 38% Trad female officers, 15% Dual vs. 32% Trad female enlisted).

Separations and Deployments. Separations and deployments may directly affect the quality of a soldier's family life. Compared to those in Traditional marriages, female officers in Dual Military marriages are less likely to have spent less than 4 weeks (21% Dual vs. 36% Trad) and are more likely to have spent 25 weeks or more (26% Dual vs. 16% Trad) away from their spouse/child(ren) in the last 12 months. White female officers and Black and White female

enlisted personnel in Dual Military marriages are less likely than those in Traditional marriages to be satisfied (responding “Very satisfied” or “Satisfied”) with the amount of time they are separated from their families. (See Figure 10.)

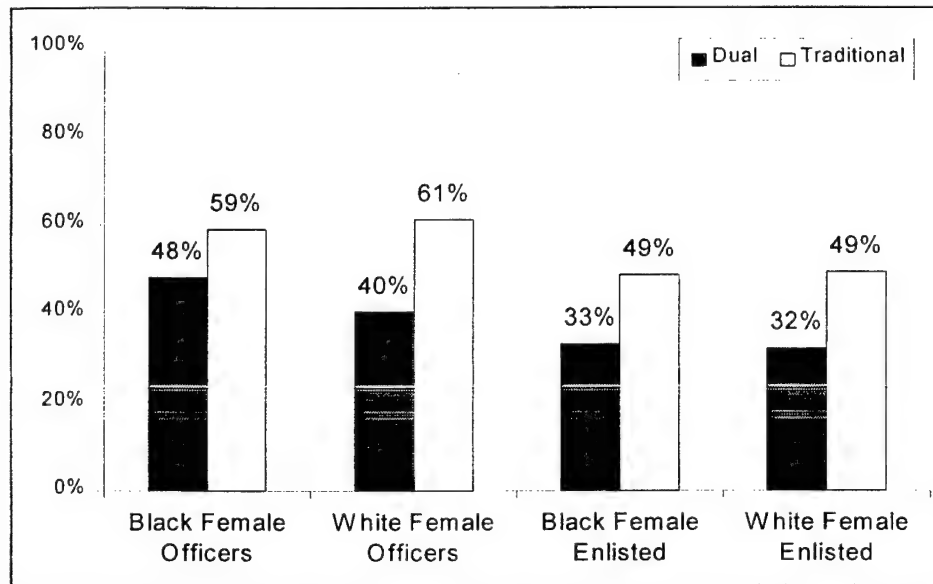


Figure 10. Percent Satisfied with the Amount of Time Separated from Family (“Very satisfied” or “Satisfied”)

Family Adjustment and Support. Overall, similar percentages of female officers and enlisted personnel in Dual Military marriages and Traditional marriages reported their spouse is “Very supportive” or “Fairly supportive” of their making a career for themselves in the Army. (See Figure 11.)

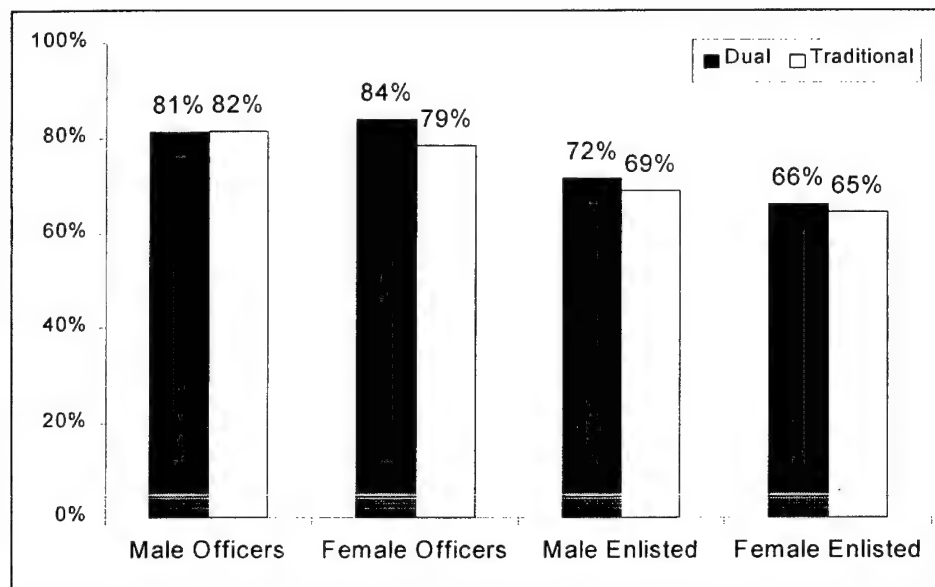


Figure 11. Percent with Spousal Support for Soldier's Army Career ("Very supportive or "Fairly supportive")

Quality of Life and Stress

A large number of SSMP questions assessed factors that affect the overall quality of life for soldiers and their families. These factors include living conditions; Morale, Welfare, and Recreation (MWR) programs; and stress.

Living conditions. Compared to those in Traditional marriages, White female officers in Dual Military marriages are less likely to be satisfied with the quality of government housing (31% Dual vs. 43% Trad). Female officers and enlisted personnel in Dual Military marriages are less likely than those in Traditional marriages to currently live in on-post family housing (13% Dual vs. 25% Trad female officers, 18% Dual vs. 33% Trad female enlisted).

Among female officers, those in Dual Military marriages are more likely than those in Traditional marriages to currently live in a home that they own (46% Dual vs. 38% Trad). Among female enlisted personnel, those in Dual Military marriages are more likely than those in Traditional marriages to be living in civilian rental housing (43% Dual vs. 32% Trad).

Female officers in Dual Military marriages are more likely than those in Traditional marriages to be satisfied with the following housing characteristics:

- Condition (51% Dual vs. 38% Trad);
- Size of quarters (48% Dual vs. 40% Trad);
- Privacy (50% Dual vs. 41% Trad);
- Opportunity to personalize living space (50% Dual vs. 38% Trad);

- Furnishings/décor (50% Dual vs. 36% Trad);
- Household appliances (46% Dual vs. 35% Trad);
- Bathroom facilities (45% Dual vs. 32% Trad); and
- Adequate parking space (49% Dual vs. 37% Trad).

MWR Programs. Similar percentages of female officers and enlisted personnel in both types of marriages are satisfied with family services such as Recreational and Youth Services, Dependent schools (DODDS), and the quality and availability of Army family programs.

The usage of MWR programs by female officers and enlisted personnel in both types of marriages is quite similar. Fitness Centers and Gymnasium/Playing Courts/Fields are among the top three most used MWR programs for female officers and enlisted personnel in both types of marriages. Also, for female officers in both types of marriages, Information, Ticket, and Registration Services are among the most used programs; for female enlisted in Dual Military marriages, the most used programs include Bowling; and for female enlisted in Traditional marriages, the most used programs include Library Services.

A few MWR programs had significant differences in usage by type of marriage. Compared to those in Traditional marriages, female officers in Dual military marriages are less likely to use the Automotive Shop and are more likely to use:

- Golf (35% Dual vs. 28% Trad);
- Food catering/banquet services (37% Dual vs. 29% Trad);
- Club entertainment services (27% Dual vs. 20% Trad);
- Club beverage lounge (40% Dual vs. 27% Trad); and
- Gymnasium/playing courts/fields (73% Dual vs. 66% Trad).

Compared to those in Traditional marriages, female enlisted personnel in Dual military marriages are less likely to use Library Services (58% Dual vs. 67% Trad) and are more likely to use Travel Agency Services (53% Dual vs. 44% Trad).

The MWR programs rated as most important by female officers and enlisted personnel in both types of marriages are also quite similar. Fitness Centers and Gymnasium/Playing Courts/Fields are among the top three most important MWR programs for female officers and enlisted personnel in both types of marriages. For female officers in Dual Military marriages and for female enlisted personnel in both types of marriages, the most important programs include Child Development Services; and for female officers in Traditional marriages, the most important programs include Library Services.

Only two MWR programs had significant differences in importance for both female officers and enlisted personnel in the two types of marriages. Compared to those in Traditional marriages, female officers in Dual Military marriages are more likely to rate Gymnasium/Playing

Courts/Fields as important (64% Dual vs. 57% Trad); whereas, female enlisted personnel in Dual Military marriages are more likely to rate Travel Agency Services as important (43% Dual vs. 35% Trad).

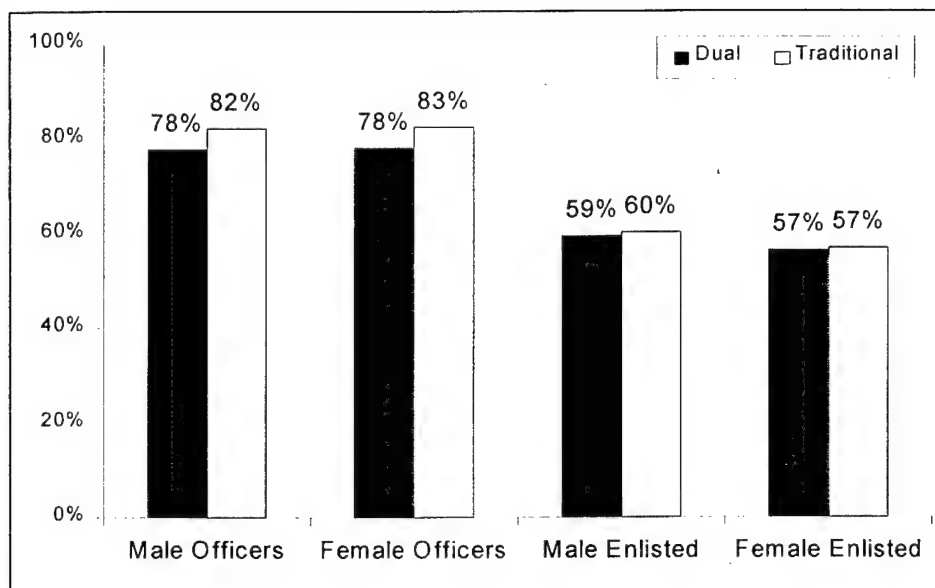
Stress. Several *SSMP* questions assessed the level of stress that officers and enlisted personnel are experiencing now and compared this with the level they experienced a year ago. The first set of items assessed conflict/stress experienced on the military job. Responses to these items found that female enlisted personnel in Dual Military marriages are less likely than those in Traditional marriages to report they experienced moderate stress in their military job a year ago (19% Dual vs. 27% Trad); but, no significant differences were found in the level of stress that female officers and enlisted personnel in Dual Military marriages and Traditional marriages are experiencing now in their military job.

The second set of items assessed the level of conflict/stress experienced by soldiers in their family/personal life. Responses to these items found no significant differences between female officers and enlisted personnel in Dual Military marriages and Traditional marriages with the level of conflict/stress their current assignment places on family relationships, compared to previous Army duty assignments. In addition, no significant differences were found between female officers and enlisted personnel in Dual Military marriages and Traditional marriages in the level of stress they experienced a year ago or in the amount of stress they are experiencing now in their personal/family life.

Career Satisfaction & Intentions

All of the factors described above have the potential to affect a soldier's career satisfaction and intentions. Here, items assessing this impact are summarized.

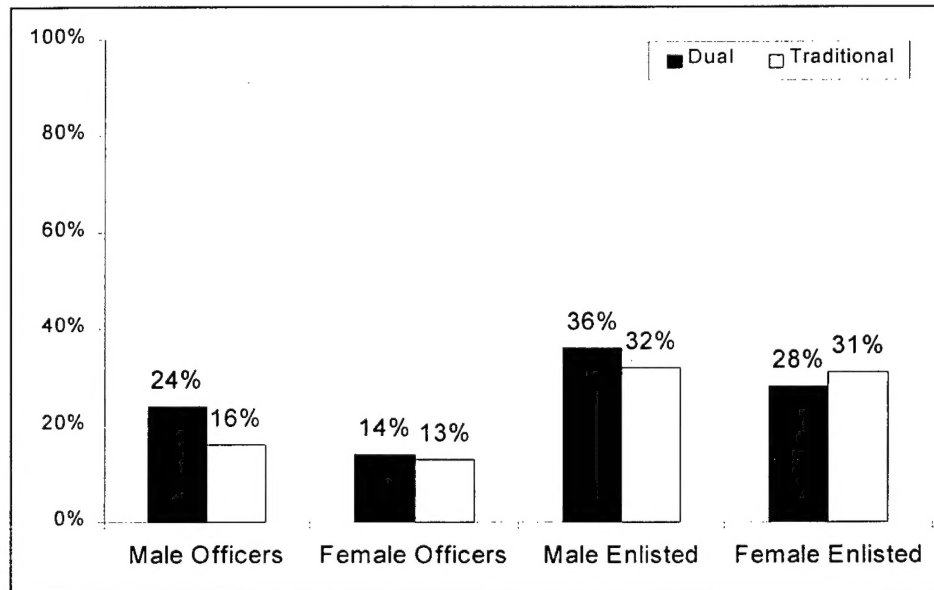
Satisfaction with Army career. Overall, approximately four-fifths of all officers and three-fifths of all enlisted personnel in Dual Military marriages and Traditional marriages reported being "Very satisfied" or "Satisfied" with their Army career. However, no significant differences were found between female officers and enlisted personnel in the two types of marriages in their satisfaction with their Army career. (See Figure 12.)



**Figure 12. Percent Satisfied with Their Army Career
("Very satisfied" or "Satisfied")**

Additionally, no significant differences were found between percentages of female officers and enlisted personnel in the two types of marriages who agreed that:

- They have been taught valuable job skills in the Army they can use later in civilian jobs.
- They have been taught valuable characteristics/attitudes they can use later in civilian jobs.
- They would accept almost any job assignment to stay in the Army.
- They would leave the Army tomorrow if they could find a good civilian job.
- If they had to do it again, they would not join the Army. (See Figure 13.)

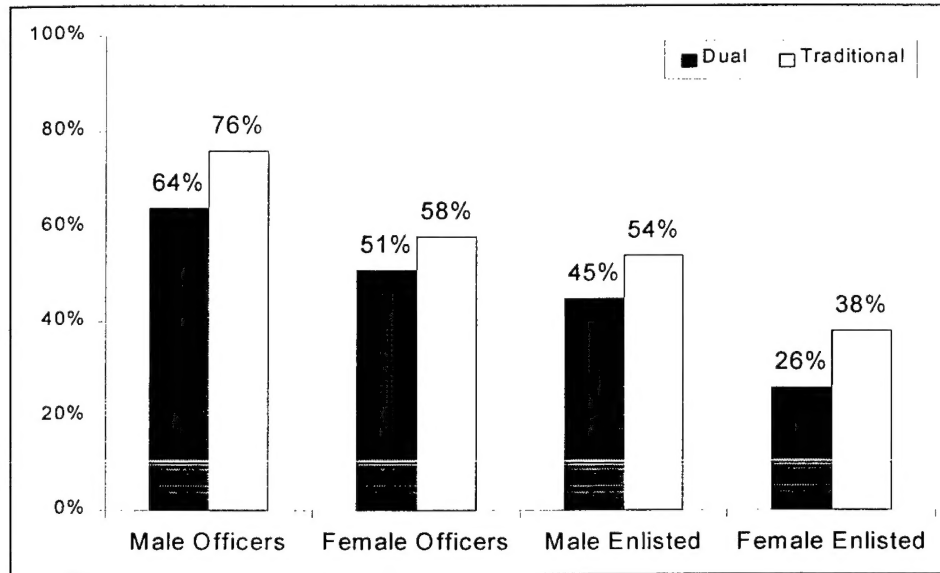


**Figure 13. Percent Who Would Not Join the Army
("Strongly agree" or "Agree")**

Pride in Army career. Finally, no significant differences were found between female officers and enlisted personnel in the two types of marriages in their responses to items related to "Pride in the Army." Female officers and enlisted personnel in both types of marriage are equally likely to agree with the following statements:

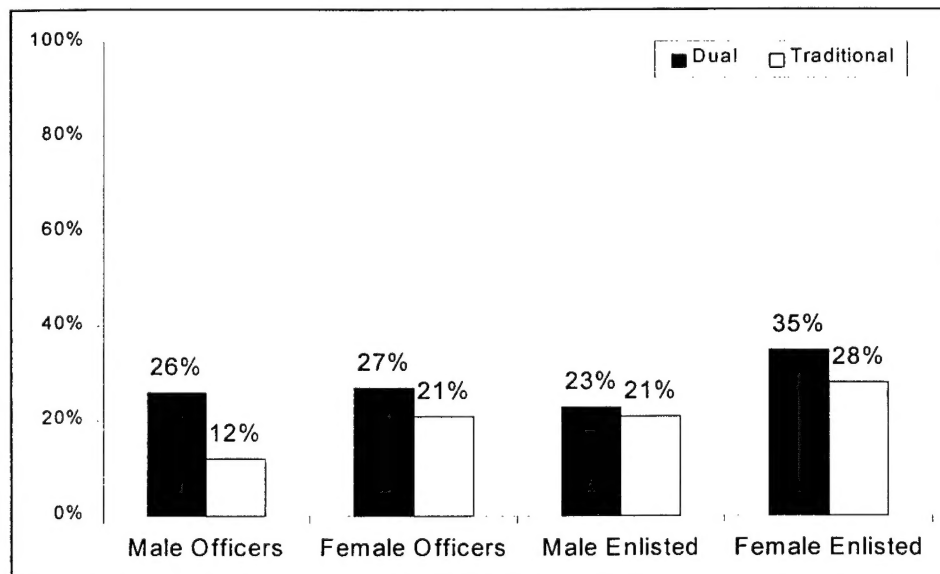
- I am proud to tell others I am in the Army.
- The American public has a great deal of respect for Army soldiers.
- I would recommend to a male that he join the Army.
- I would recommend to a female that she join the Army.

Army career intentions. Soldiers were asked to describe their thoughts and current intentions concerning their Army career. Overall, the results found that female officers and enlisted personnel in Dual Military marriages are less likely than those in Traditional marriages to intend to stay in the Army until retirement (responding "Definitely yes" or "Probably yes" to the question). (See Figure 14.)



**Figure 14. Percent Intending to Stay in the Army Until Retirement
("Definitely yes" or "Probably yes")**

Compared to those in Traditional marriages, higher percentages of female officers and enlisted personnel in Dual Military marriages intend to stay in the Army beyond their present obligation, but not necessarily until retirement (responding "Definitely yes" or "Probably yes" to the question). (See Figure 15.)



**Figure 15. Percent Intending to Stay Beyond Present Obligation
("Definitely yes" or "Probably yes")**

Compared to those in Traditional marriages, higher percentages of female enlisted personnel in Dual Military marriages currently plan to leave the Army at the end of their present obligation (responding “Definitely yes” or “Probably yes” to the question). (See Figure 16.)

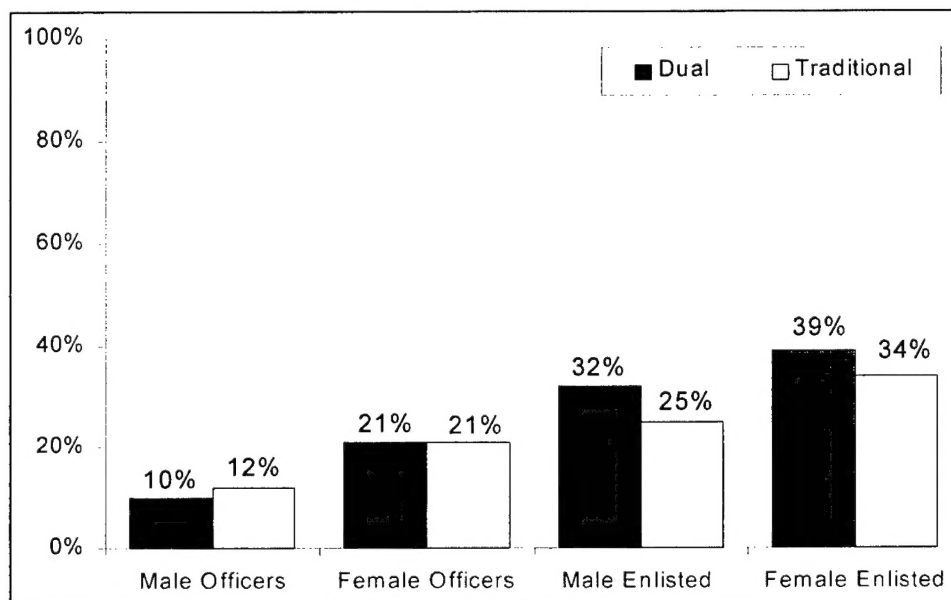


Figure 16. Percent Who Will Leave the Army at the End of Their Current Obligation (“Definitely yes” or “Probably yes”)

SUMMARY OF FINDINGS

This special analysis of the *Spring 1995 SSMP* found that there are many more similarities than differences between female officers and enlisted personnel in Dual Military marriages and Traditional marriages on factors related to job satisfaction and intention to remain in the Army. These factors include soldiers’ characteristics, job characteristics, pay and benefits, job security, career development, promotions, equity, family, quality of life, and stress.

In general, the analysis showed that female officers and enlisted personnel in Dual Military marriages and Traditional marriages are very similar in terms of their satisfaction with or concerns about the following:

- Overall quality of Army life;
- Level of stress experienced on the job and in their family/personal life;
- The way things “work in the Army”;
- Level of job fulfillment, challenge and enjoyment;
- Issues related to job security;

- Training, promotional, and long-term opportunities in the Army;
- Support of spouse for their Army career; and
- Most basic benefits, including healthcare.

The analysis found some significant differences between female officer and enlisted personnel in the two types of marriages. Female officers and enlisted personnel in Dual Military marriages, compared to those in Traditional marriages, are more likely to be satisfied with or optimistic about:

- Possibility of being allowed to stay in the Army beyond their enlistment and until eligible for retirement;
- Possibility of being promoted on-time or ahead of schedule;
- Career and advancement potential;
- Army job security; and
- Their spouse's career and work opportunities.

Also, female officers and enlisted personnel in Dual Military marriages are more likely to:

- Believe in fairness of Army standards and military justice;
- Have little difficulty meeting current weight standards and APFT requirements; and
- Be satisfied with the amount of VHA/COLA.

Concerning the overall quality of Army life and the level of stress on the job and in their family/personal life, female officers and enlisted personnel in the two types of marriages again responded similarly. Only a few significant differences were found.

Compared to female soldiers in Traditional marriage, female officers and enlisted personnel in Dual Military marriages are more likely to:

- Have spent 25 weeks or more away from their families and child(ren); and
- Have more difficulty deploying on short notice.

However, female officers and enlisted personnel in Dual Military marriages are less likely than those in Traditional marriages to

- Be satisfied with the amount of time separated from their families;
- Have feelings of accomplishment at the end of the work day; and
- Be satisfied with the fairness of married vs. single pay.